

1. Equity – EDIC

APUO PROPOSAL – Presented to the employer on March 11, 2021

*17.1.6.2 **Equity, Diversity and Inclusion Committee (EDIC)** There shall be a joint APUO-Employer consultative committee on equity, diversity and inclusion. Its opinion shall be sought on any contemplated employment equity, diversity and inclusion measure and procedures which affect the APUO bargaining unit. The committee may propose to APUO and the Employer additional specific measures and procedures for achieving employment equity, diversity and inclusion, and it shall examine in an ongoing fashion the implementation of any employment equity, diversity and inclusion measures which affect the selection, hiring, and retention of Members or which affect Members directly. [The committee may also provide recommendations to APUO and the Employer on addressing issues of systemic discrimination.](#)

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The committee shall report annually on or about July 1 to the President of the University and the President of the Association on the success of these employment equity, diversity and inclusion procedures and measures and the need for revision to these, if any.

The committee has eight (8) members, of whom four (4) are appointed by the Employer and four (4) by the Association. At least one of the Employer appointees shall be a woman, and likewise for the Association appointees. The chair of the committee, with the right to vote but without an additional casting vote, shall be elected by and from the members of the committee.